



CANNON BUILDING
861 SILVER LAKE BLVD., SUITE 203
DOVER, DELAWARE 19904-2467

STATE OF DELAWARE
DEPARTMENT OF STATE
DIVISION OF PROFESSIONAL REGULATION

TELEPHONE: (302) 744-4500
FAX: (302) 739-2712
WEBSITE: WWW.DPR.DELAWARE.GOV

PRACTICE and EDUCATION COMMITTEE (Approved March 19, 2013)

The Practice and Education Committee held a meeting on December 14, 2012 at 9:00 A.M. in Conference Room A , Cannon Building, 861 Silver Lake Blvd, Dover, Delaware.

PRESENT: Robert Contino, Barbara Willey, Stephanie Evans-Mitchell, Valerie Harrison, Jayne Fernsler, Linda Brauchler

ABSENT: Nancy Bastholm

GUESTS: Karen Panunto; Rachel Joseph; Sylvia Nawrot; Patricia Dwyer; Francis Tormen, Camtech; Diane Arcidiacono, Camtech

PRESIDING: Dr. Contino

STAFF: Pamela Zickafoose, Executive Director, Delaware Board of Nursing

CALL TO ORDER: Dr. Contino called the meeting to order at 9:04 a.m.

Dr. Zickafoose updated committee members about a fraudulent school called Ashwood University and a newly licensed nurse who submitted a transcript from this school. The Board of Nursing annulled her license on December 12, 2012.

REVIEW OF MINUTES: Dr. Fernsler made a motion, seconded by Ms. Brauchler, to approve the minutes of the July 3, 2012 meeting. By majority vote the motion carried, with Ms. Willey abstaining.

EDUCATION – Review of Annual Reports

The Margaret H. Rollins School of Nursing at Beebe Medical Center

NCLEX Pass Rate: 100%. Committee members commented this was a beautifully written annual report with detailed information. They noted the major changes included the use of ATI for testing, an expansion of their physical structure, and the use of an advanced 360 learning management system for graduate surveys. Members complimented the school for a 100% pass rate and 100% employment rate. No changes were noted with clinical sites and there is no distance learning

used. Ms. Willey made a motion to continue full approval, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

*Recommendation: Continue Full Approval for one year

Camtech

NCLEX Pass Rate: 51.16%. The NCLEX pass rate has been below the 80% standard for five years in a row: 2008- 61.29%, 2009- 69.77%, 2010- 42.22%, 2011- 59.65%, and 2012- 51.16%. Ms. Willey commented there were still a lot of inconsistencies with the numbers and they still don't add up, the report still has typographical errors and the explanations are not included. Camtech has been on conditional approval for a number of years. The annual report appeared as if there was little investment and effort placed into the report. It was noted the total for all programs is 1547 hours yet members questioned how the evening students can get the total number of hours when they attend 4-9pm and the day program students attend from 8am-4pm. The report noted a moratorium on the evening program with no new admissions and the last class admitted was in July 2012. The post-graduate surveys have no details or explanations. The report cites use of Facebook and nothing was found. Their own website was poor. Overall the annual report was unsatisfactory and incomplete.

Dr. Contino informed the committee members that Camtech had a hearing before the Board of Nursing on November 14, 2012, they provided additional information at that hearing, and the Board is reviewing the information with the hearing deliberations to be continued at the January 2013 board meeting.

Ms. Willey made a motion to continue to withdraw initial approval, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

*Recommendation: Continue to withdraw initial approval

DIHS

NCLEX Pass Rate: 33.33%. No annual report was submitted. This school was closed with the last class graduating in December 2011.

Delaware Skills Center

NCLEX Pass Rate: 79.17%. It was noted this is the third year in a row the school has fallen below the 80% standard. Last year's letter recommended hiring more full-time faculty and it was noted a part-time evening instructor was hired. Several areas were lacking in the report: Survey methods used no written survey, only phone and email; no employer surveys were included for the evening program or employment rates; nothing was included to support teaching/learning such as the labs used,

computer/library access; and a discrepancy in the curriculum between the day and evening programs was noted. There were wide variances in clinical, no indications of lab time, and names of classes were different. For example, on page 16 *Nursing Fundamentals*, for the day program is 55 hours yet on page 17, *Introduction to Nursing Procedures* is 144 hours for the evening program. The day program has *Nursing II* but no *Nursing I* course listed. It was hard to follow the number of hours of coursework. Some courses have labs and clinical and some have none. Members agreed the day and evening programs needed better alignment. Dr. Contino commented that both programs should be consistent and the diploma granted at the end of their program should signify comparable courses and hours for both programs. He recommended an interim report due June 3, 2013. Ms. Willey recommended that they differentiate between part-time and full-time positions and include a definition of adjunct and part-time hours. She added that their students do clinical at the VA Medical Center and they perform well. Ms. Brauchler made a motion to place DE Skills Center on conditional approval with an interim report due June 3, 2013, seconded by Dr. Fernsler. By unanimous vote, the motion carried.

*Recommendation: Conditional Approval for one year, with an interim report due June 3, 2013. The interim report should include revisions to the curriculum including alignment of day and evening programs or justification otherwise, more explicit information on graduate and employment surveys, information on teaching/learning resources, and a plan to improve NCLEX pass rates.

DelCastle

NCLEX Pass Rate: 25%. No annual report was submitted. This school is supposed to be voluntarily closing in 2013.

*Recommendation: Continue Conditional Approval until December 2013.

Delaware State University

NCLEX Pass Rate: 75.76%. It was noted this is the third year in a row the school has fallen below the 80% standard which will place them on conditional approval. Dr. Contino reported the original annual report submitted was returned for revisions because it included projected data for the 2013 future graduates rather than focusing on actual data from this past year. The NLNAC report was supposed to be submitted via hard copy and has not been received to date. It was noted on page 4 that DSU reports an 80% NCLEX pass rate yet the actual number from NCSBN is 75.76%. Dr. Contino also noted that Dr. Lacey does not have a MSN degree but with further exploration, her EdD is in Nursing Education from Columbia University Teachers College which is acceptable to meet the Board of Nursing requirements. The graduate and employer surveys on page 5 were not corrected and still showed projected data for 2013. Only page 3 of the report was corrected. Members

discussed that all parts of this report should be corrected for the interim report to be submitted in June. There were no recommendations from the board in last year's letter. It was noted the school plans to increase use of simulation and members questioned why 12 of the May graduates had not yet taken boards. Dr. Contino made a motion to place DSU on conditional approval for NCLEX scores <80% in three consecutive years and to submit an interim progress report in June to clarify information pertaining to graduate and employer surveys for the 2011 class instead of projecting for the class of 2013, seconded by Ms. Willey. With Dr. Evans-Mitchell abstaining, the motion carried by majority vote.

*Recommendation: Conditional Approval for one year, with an interim report due June 3, 2013. The interim report should include the final report from the NLNAC site visit, revisions to the annual report to reflect data from the October 1, 2011-September 30, 2012 school year including graduate and employment survey information, and a plan to improve NCLEX pass rates.

DTCC - Owens Campus

NCLEX PN Pass Rate: 88.16%

NCLEX RN Pass Rate: 82.28%

Dr. Fernsler noted that all three campuses at DTCC received a \$2.5 million grant from the Labor Department for development of an accelerated Associate Degree nursing program. The Owens report addressed last year's recommendation about NLNAC accreditation by saying the campuses are merging and they will be using the Terry DTCC curriculum. Therefore, their accreditation will be included with Terry campus and the next NLNAC visit should be either Fall 2014 or Spring 2015. High attrition rates for both the AD and PN programs were addressed but not realized for this report. Fifteen faculty members (52%) have attained certification as a CNE compared to 4% a year ago. Both the CNE certification rates and the increase in AD NCLEX scores are commendable. Members noted there was an issue with graduate and employer surveys which was addressed in the report. However, employment rates are high and consistent with previous years. There are a lot of observational clinical sites used (most take 1 to 2 students at a time) and the program needs to have a lot of observational sites to allow all students to get enough experience. There is a high number on the waiting list yet Owens is not promoting the program other than on their website/application. Overall the report addressed all topics thoroughly. Dr. Fernsler made a motion to grant continued full approval for both programs, seconded by Dr. Evans-Mitchell. With Ms. Harrison abstaining, the motion carried by majority vote.

*Recommendation- Continue Full Approval for PN and Associate Degree programs for one year. Note- the LPN Refresher did not have any students in the past year so no annual report was submitted.

DTCC – Stanton Campus

NCLEX RN pass rate: 86.84%. Dr. Evans-Mitchell noted the numbers on page don't add up and then members realized this campus did not use the current version of the annual report format sent in November to all schools. Full-time and part-time faculty was not specified. From last year's letter, Stanton clarified that two support staff is adequate to meet program needs and their clinical facilities listing is much better this year. Simulation versus clinical was clarified in that simulation is lab time and not clinical. It was noted they are adding a new nursing building on the Stanton campus which was addressed in the fiscal report, and they are planning major curriculum changes for the future to align all three campuses. The nursing program was commended for having all course numbers and timing identical for their daytime, part-time, and distance learning programs. An 81.7% employment rate is also positive. Dr. Evans-Mitchell made a motion to continue full approval, seconded by Ms. Willey. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for one year.

DTCC – Stanton RN Refresher Course

It was noted they had four students enrolled and four graduated. The new Board of Nursing rules were implemented with 40 hours of theory and 80 hours of clinical included. Dr. Evans-Mitchell commented that the report is blank in many areas, the same as last year's report. There was no employment data, no specific length of the program listed, and it was submitted late again this year. Dr. Evans-Mitchell made a motion to table until they resubmit a complete document, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for one year if report submitted is complete.

DTCC – Terry Campus

NCLEX RN pass rate: 94.39%

NCLEX PN pass rate: 92.5%

Ms. Brauchler noted that on page 2 number 5 had no data for the PN program. It was noted that employment rates dropped in 2011 for PN graduates and members wondered what might explain this and would like more information. Was this due to inability to get jobs or did graduates continue in the AD program? There was no mention of program funding and programs support, only student loans and tuition was mentioned. Members reviewed the annual report template and made corrections to ask more clearly about program support. Ms. Brauchler also noted that the AD program had Maternal-Child nursing yet the PN program uses Peri-natal terminology. She also noted there were no courses in nutrition, pharmacology, or

microbiology in the PN program. Committee members clarified that these courses are integrated. Ms. Brauchler also commented there was information on security and storage of hard copies but not mention of electronic records. The Annual report template will be revised to include electronic records for next year. Overall DTCC Terry Campus is to be commended for keeping up their NCLEX – RN pass rates for the past several years, indicating the changes implemented prior to 2009 have been successful. Ms. Brauchler made a motion to continue full approval, seconded by Dr. Fernsler. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for both programs for one year.

Leads School of Technology

NCLEX PN pass rate: 55.74%. Dr. Contino commented that this was the best report ever submitted by Leads because it was clearly written, organized, logical and sequential. He also reported the Board of Nursing approved their action plan and granted them until 2014 to increase their NCLEX pass rates. Their annual report was consistent with the NCSBN pass rates but the committee needed clarification why 57 students did not test. The annual report demonstrated faculty support by funding two faculty for graduate study, one in a doctoral program and one in a master's program. Leads purchased a high fidelity simulator which was set up in September 2012. Their graduate surveys were positive with high response rates. Members discussed the discrepancies and Ms. Willey commented they never get the September students because of graduation dates. The curriculum showed alignment between the day and evening programs with the same course names/same hours and they added up and flowed in sequence. Dr. Contino measured the day 12 month and evening 15 month programs had the exact same number of hours. He also reminded committee members that a site visit was needed this Spring to validate the contents of their action plan. Dr. Contino, Dr. Zickafoose, Ms. Harrison, and Dr. Evans-Mitchell will plan to visit and Dr. Contino will let members know when a date is chosen. Dr. Contino made a motion to continue conditional approval for 6 months with an interim report due June 3, 2013, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

*Recommendation- Continue conditional initial approval for one year with an interim report due June 3, 2013. The report should include progress made on their previously submitted action plan and an explanation of graduation dates affecting how 57 students had not taken the NCLEX from the annual report. A site visit will be scheduled in the Spring 2013.

Polytech Adult Education

NCLEX PN pass rate: 82.76%. Ms. Harrison stated the numbers in the Annual report are a little different than the NCSBN NCLEX scores. The report was very

clearly written and there were no deficiencies. Employment rates were noted to be 80-95%. The recommendation from last year to obtain accreditation is being implemented- Polytech is awaiting their NLNAC site visit for accreditation in the Spring of 2013. A few changes were noted including revising the admission criteria, a slight increase in fees, and one clinical site was added. There were no other major changes. Ms. Harrison made a motion to continue full approval, seconded by Ms. Willey. With Ms. Brauchler abstaining, the motion passed by majority vote.

*Recommendation- Continue Full Approval for one year and notify the Board of the outcome of the NLNAC accreditation visit.

University of Delaware

NCLEX RN pass rate: 92.31%. Ms. Harrison stated the report was well written, clear, and comprehensive. All areas were addressed, and all materials were included such as pamphlets for advertising and course sequence sheets. There were no recommendations from last year. Only minor changes were noted in clinical facilities used and a minor change to their mission. Ms. Harrison made a motion to approve the undergraduate program, RN-BSN, and accelerated baccalaureate programs at UD, seconded by Dr. Evans-Mitchell. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for the undergraduate, RN-BSN, and accelerated BSN programs for one year.

UD Refresher

Ms. Harrison reported the UD Refresher had 103 enrolled with 65 completing this past year. There were 15/65 students who completed the didactic portion only. There were no major changes and no recommendations from last year. Ms. Harrison made a motion to continue full approval, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

*Recommendation- Continue Full Approval for the RN Refresher program for one year.

Wesley College

NCLEX RN pass rate: 57.78%. Dr. Evans-Mitchell stated there was a deficit and she could not follow their numbers, especially with those who graduated in 2012 in the middle of the chart. Wesley reported an issue with their surveys that they identified regarding email accounts being purged. This will be corrected by mailing the surveys. Their job placement rate was 95% which is very good but the NCLEX pass rate was of concern at 57.78% down from 71.15% last year and below the 80% rule for six consecutive years. The report included issues from the NLNAC visit that

were addressed and met, the change in the Chairperson, and a change in courses with renumbering using a very logical sequence. Dr. Evans-Mitchell commended the Wesley program for having four full-time lab coordinators. Ms. Willey questioned if they were using simulation in lieu of clinical and Dr. Evans-Mitchell stated it was not broken down in the report. Dr. Evans-Mitchell also commended Wesley for their "Student Success Policy and Procedure" complimenting them on implementing this initiative knowing it will require a lot of faculty time and intervention. Dr. Evans-Mitchell made a motion to continue conditional approval with probation and an interim report due in 6 months, noting their plan of action be continued until 2016, seconded by Dr. Fernsler. With Dr. Contino abstaining, the motion passed by majority vote.

*Recommendation- Continue Conditional Approval/Probation for one year with an interim report submitted by June 3, 2013. The report should include progress made on their previously submitted action plan, an update on the Student Success policy, and clarification of the numbers on page 3 with graduates of 2012 in the middle.

Dr. Zickafoose will make changes to the Annual Report as recommended during this meeting.

Education

Excelsior College

Dr. Contino explained that a complaint was presented to the Board of Nursing at their November meeting about the lack of clinical in the Excelsior program. The Board members asked this committee to research further into the allegations and make a recommendation to the Board. Dr. Contino stated in the past the State of New York had the Regents Program and Excelsior took over that program. The Excelsior program is mostly online with no clinical. They have a skills testing weekend and there is very little forgiveness in the testing which is very difficult. The issue is that the DE Board of Nursing rule 2.4.1.7.4 requires a minimum of 400 hours of clinical for RN programs and 200 hours of clinical for PN programs. The state of California withdrew approval so Excelsior graduates cannot be licensed in CA. There were legal issues and the courts upheld the CA Board of Nursing decision. Ms. Willey discussed that some facilities may not hire Excelsior grads and she added that recent experience has been that they required a great deal of orientation/remediation and lacked some of the basic skills that are typically developed within a clinical rotation of a traditional nursing program. Ms. Brauchler questioned about other online distance courses such as the University of Phoenix and members were not sure if this was a pre-licensure program or not. Dr. Contino stated they had to arrange for precepted clinical experience years ago. Dr. Evans-Mitchell agreed that in pre-licensure programs you have to have a certain number of hours of documented preceptorship. Dr. Zickafoose commented that online courses should follow the same standards and

follow the same rules as traditional programs. She also shared a transcript from a recent licensure candidate who graduated from Excelsior as well as online course lists from Excelsior. In addition, she provided documentation from other states requirement for Excelsior grads, such as Georgia which is very complex. Ms. Willey went to the Excelsior website which says they are NLNAC accredited and designated as a center of excellence in nursing education. Members discussed possible actions to recommend to the board. Dr. Fernsler commented that the precedent has been set with California. Dr. Evans-Mitchell made a motion, based on rule 2.4.1.7.4 and not meeting the required clinical hours for DE, to not accept Excelsior graduates for licensure by exam in DE effective immediately, seconded by Ms. Harrison. Ms. Brauchler asked about nurses already licensed who may have graduated from Excelsior and Dr. Zickafoose explained they were not affected by this decision, in essence they were grandfathered. By unanimous vote the motion carried. Dr. Contino will present this recommendation to the board in January.

Practice Issues – None

Other Business (for discussion only)

None

PUBLIC COMMENT-

Ms. Joseph from Lead stated she agreed with the Excelsior decision of the committee. Ms. Nawrot from Leads stated she agreed with Ms. Joseph because public safety is the most important aspect to consider. Other members of the audience introduced themselves.

NEXT MEETING- TBD as needed.

ADJOURNMENT- The meeting was adjourned at 12:03 P.M.

Respectfully submitted,



Pamela C. Zickafoose, EdD, MSN, RN, NE-BC, CNE
Executive Director
Delaware Board of Nursing